

Military and Veterans Affairs Program

Parsons places high value and takes pride in its veterans, reservists, and guardsmen. Here are some key highlights of our industry-leading MILVET program.

Enhanced Benefits for Reservists and Guard Members

| Area | Coverage | Highlights |
|----------------------------------|--------------------------------|---|
| Activation – bridge compensation | Yes 18 months every 5 years | Our new industry-leading bridge compensation and benefits plan also covers those already on activation orders. |
| Activation – bridge benefits | | |
| Annual training support | Yes 4 weeks per year | We provide Reserve and Guard Member employees up to 4 weeks of paid time off per year to complete annual training requirements. |
| USERRA compliance | Yes | We aggressively follow and work to exceed USERRA standards. |

Veteran Recruitment Focus

| Area | Coverage | Highlights |
|---|----------|--|
| Dedicated military and veterans affairs team | Yes | We have a dedicated MILVET director and coordinator, who advance initiatives focused on veteran recruitment, community, and retention across the organization. |
| Active-duty transition internships | Yes | Using the DOD Career Skills Program (CSP) framework and nonprofit veteran-transition organization partnerships, we actively seek to provide internship opportunities to service members in order to help facilitate their transition into the civilian workforce and gain valuable industry-focused work experience. |
| Recognized as a military-friendly organization | Yes | We have received multiple ESGR Patriot awards for our support of the Guard and Reserve. |
| Career mapping assistance for veterans | Yes | We have trained recruiters to assist service members with career mapping and planning. |
| Transition assistance advice, TAPS visits, and resume workshops | Yes | We proactively reach out to TAPS managers across the globe to determine how we can best engage and support transitioning service members. |
| TRICARE supplemental insurance | Yes | We offer TRICARE supplemental insurance for qualifying veterans, reservists, and guardsmen that reimburses a percentage of the TRICARE deductible. |

Veteran Retention Initiatives

| Area | Coverage | Highlights |
|--|----------|---|
| Company military and veterans affairs program executive commitment and support | Yes | Our MILVET program is guided by an executive steering committee, consisting of top leaders from across the organization. |
| Focus on veteran community-building inside the organization | Yes | Our internal social media site hosts RallyPoint, a group dedicated to supporting the needs of the veteran community at Parsons. |
| Focus on veteran peer and mentoring support inside the organization | Yes | We are starting up the Battle Buddy Program in 2020 to formally structure our peer and mentoring program. |

To learn more, please visit us at www.parsons.com/military.